Memorandum of Understanding
By and Between IBEW Local Union 8

Whereas the National Electrical Contractors Association, Ohio/Michigan Chapter and IBEW Local 8 both recognize the need to address the current coronavirus COVID19 pandemic and its impact on both the employees and the contractors. The parties now agree to the following terms and conditions for implementation effective March 16, 2020:

1. Employees in the Commercial Inside agreement that are furloughed, laid off or are unable to work due to the pandemic shall be allowed to collect through the Employee Retention Plan as though they were laid off through no fault of their own. The employer will notify the Local 8 office through e-mail to info@ibew8.org or fax to (419) 666-3984 on any employees furloughed. Local 8 will forward this information to the Funds office to establish eligibility. The employer shall also forward on to Local 8 when the employees are returning to work.

2. The Employee Retention program will waive the minimum number of credits needed to become eligible in the program and any employee with credits will be allowed to utilize the credits earned. This will only apply if the criteria of No. 1 above are met.

3. The Employee Retention program will waive the one week waiting period for employees if the criteria of No. 1 above are met.

4. Employees that are laid off due to the pandemic will be eligible to be recalled for the duration of the project that they were laid off on. This applies to the Commercial Inside, Residential or Voice Data Video Agreements.

5. Local 8 will implement a no nick system at the Hall given the circumstances and this will not negatively impact the eligibility for employees on the Book to collect ERP or receive the subsidized Health care rate. This will be put into effect for a month and will be looked at each month thereafter. It will take mutual agreement to extend this provision. This will apply to the Commercial Inside, Residential and Voice Data Video Agreements.

6. Employees in Commercial Inside, Residential or Voice Data Video that are furloughed properly per No. 1 above shall also be considered laid off only for the purpose of determining eligibility and self-pay within the Health and Welfare program.

7. This MOU will not interfere with the National Disease Emergency Response Agreement that will be recognized by both parties.

This Memorandum of Understanding shall be in effect until either party gives notice to cancel. It is agreed that the parties will work to set up a mutually agreeable date for cancelation, but at minimum it shall be in effect through the week in which notice is given.

In Witness hereof, the parties have executed this Agreement to be effective on March 16, 2020.

For the Employer
Ohio/Michigan Chapter, NECA
Todd T. Michaelsen, Chapter Manager

For the Union
I.B.E.W. Local Union #8
Roy B. Grosswiler, Business Manager